

GEORGE'S[®]



Quality Food. Family Values.™



INSIDE THE REPORT

FOUNDATIONS OF SUSTAINABILITY 3

ANIMAL WELFARE 4

FOOD SAFETY & WHOLESOMENESS 7

OUR ENVIRONMENT 9

BUSINESS PARTNERS 12

PEOPLE 16

OUR FUTURE 21



FOUNDATIONS OF SUSTAINABILITY

Founded in the 1920's, George's has grown to be America's seventh largest broiler chicken producer by head.* Through planned growth, strategic acquisitions and diversification George's continues to look to the future. Holding true to generational values of good people, hard work, and honesty, this fourth generation company continues to provide quality poultry products and prepared food worldwide every day. These are the values that define the way we operate.

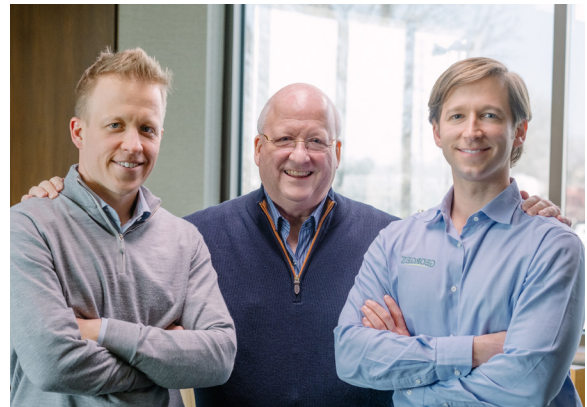
Integrity: Acting with integrity has always been and will always be central to how we make decisions. It's not only the right thing to do, it protects our people, our company and our customers.

Respect: We demonstrate the value of our people by continually creating a safer, more supportive work environment, where our Team Members can reach their full potential. We believe in actively caring for individual differences and treating others as we want to be treated.

Responsibility: We are entrusted with providing wholesome, quality food product to families, communities and countries around the world. We take pride and ownership in that we are personally accountable for delivering on these commitments every day.

Teamwork: With over 7,000 employees throughout our plants in Arkansas, Missouri, Tennessee and Virginia, we work together, across boundaries to achieve mutual success. We embrace the diverse perspectives of our people and recognize our best always comes from the efforts of many.

Excellence: We are persistent in our pursuit of continuous improvement, embracing our opportunities to bring positive change in our people, our processes and our places of business. Our culture of excellence drives outstanding customer service and product quality and differentiates us in the marketplace.



From left to right: **Charles George**, Co-CEO & President
Gary George, Chairman, **Carl George**, Co-CEO & President



* Source: Watt Poultry USA, March 2019
1 George's Prepared Foods, LLC operates a fully cooked facility in Tennessee.

ANIMAL WELFARE

At George's, we believe in raising chickens the right way: by ensuring their health and safety while treating them with care and respect throughout their lives. We adhere to the 5 Freedoms of Farm Animals, train all personnel who handle our chickens, and undertake internal and third party audits to ensure that we are living up to our standards of care.



We adhere to the **Five Freedoms** for each and every chicken that comes from our farms.



1

FREEDOM FROM HUNGER & THIRST

by ready access to fresh water and a diet to maintain full health and vigor



2

FREEDOM FROM DISCOMFORT

by providing an appropriate environment including shelter and a comfortable resting area



3

FREEDOM FROM PAIN, INJURY OR DISEASE

by prevention through rapid diagnosis and treatment



4

FREEDOM TO EXPRESS NORMAL BEHAVIOR

by providing sufficient space, proper facilities and company of the animal's own kind



5

FREEDOM FROM FEAR AND DISTRESS

by ensuring conditions and treatment which avoid mental suffering

At George's, Inc. we believe in treating our birds with respect and dignity. We believe that the five freedoms are followed for the best welfare of our chickens. Adhering to the five freedoms the chickens will perform to their genetic potential and will be a safe and healthy food source for the human population.

- Kurt Dobson, *Director of Veterinarian Services*

Animal Health and Welfare

We work very hard to ensure bird health and comfort, and the contract growers we partner with share our commitment to raising the healthiest birds possible. All Team Members that interact with live birds are: trained when hired; retrained every year thereafter; and audited on a regular basis for adherence to animal welfare and biosecurity protocols. All growers with whom we contract are trained annually and audited on a regular basis for adherence to animal welfare and biosecurity protocols. All of our facilities, including hatcheries and processing plants, are audited by third party PAACO-certified auditors annually and complete detailed internal audits covering broiler and breeder handling guidelines.

Our partners work with us in many ways to ensure bird health and safety. Each George's complex has a Biosecurity Coordinator who, with oversight from our Director of Veterinary Services, are responsible for implementing and maintaining a detailed program with growers that includes new hire and annual training, regular evaluations, and auditing. This cooperative effort ensure that birds are healthy and safe.



Elizabeth Melchior

Compliance Manager, NW
Arkansas & Missouri

Elizabeth (Elissa) has been with George's for more than two years. In her role, she understands that employee training is vital to bird health and safety because it gives everyone the knowledge and tools necessary to follow George's animal welfare policies. George's partners with multiple companies and organizations, such as genetics and vaccine companies, as well as impartial third-party auditing firms, to work toward our combined goals of providing high-quality chicken that is ethically produced.

“At Live Operations we live up to the foundation of sustainability by adhering to firmly held values such as maintaining good animal welfare, transparency, communication and our responsibilities as stewards of the land and animals,” Elissa explains. **“We follow these standards carefully while working together as a team towards the goal of producing the highest quality chicken possible.”**



FOOD SAFETY & WHOLESOMENESS

We are dedicated to the wholesomeness of our products
and to the quality standards set by our customers.



Food Safety

It is the job and commitment of every team member to safeguard the integrity and wholesomeness of our products.

We comply with all United States Department of Agriculture Food Safety & Inspection Service (USDA FSIS) requirements. Each George's facility has a Hazard Analysis and Critical Control Point (HACCP) plan in place including standard operating procedures for daily sanitation protocols. Detailed records are kept and systems are monitored by George's Food Safety and Quality Assurance department, with oversight by USDA FSIS. These plans undergo continuous review and validations by internal and third party audits.



Quality Management

George's is committed to producing a product that meets or exceeds our customer's need for quality.

George's prides itself on delivering quality products to customers for almost 100 years. Our products are monitored by our Food Safety and Quality Assurance team, not only for food safety, but for compliance to detailed customer specifications. Product satisfaction is paramount.





OUR ENVIRONMENT

Resource Management

George's is committed to the safe and efficient use of our water and energy resources and to managing and reducing emissions. We believe in the importance of environmental protection and improvement. We are devoted to a program of continuous improvement to minimize our impact on the environment. We continually examine ways to improve the usage and conservation of resources.

IN THE LAST DECADE OUR PREPARED FOODS FACILITY IN CARYVILLE, TN USED



**40%
LESS
NATURAL GAS**
PER POUND PRODUCED



**48%
LESS
ELECTRICITY**
PER POUND PRODUCED



OUR EDINBURG, VA
PLANT TREATS OVER
1.3 MILLION
GALLONS OF WATER PER DAY.

**THE PURIFIED WATER IS
RELEASED INTO A NEARBY CREEK
THAT IS A POPULAR TROUT
FISHING SITE FOR
THE COMMUNITY.**



OUR CASSVILLE, MO
FACILITY TREATS
3 MILLION
GALLONS OF WATER PER DAY
THAT IS USED TO IRRIGATE OVER
1,200 ACRES
OF FIELDS WHICH PRODUCE
9,000-10,000
ROUND BALES OF HAY PER YEAR
FOR USE AS CATTLE FEED.



Packaging

George's also forges valuable relationships with our packaging and ingredient suppliers in order to bring the highest quality food products to our customers while doing our best to use valuable resources responsibly.

From April 2018, **58%** of our total cardboard boxes shipped were recyclable. Currently, **100%** of our cardboard boxes are 3rd Party Certified by the Sustainable Forestry Initiative® (SFI) Certified Sourcing Standard.

**100% RECYCLABLE
QUANTITIES IS
EQUIVALENT TO
340,000 TREES**



**SUSTAINABLE
FORESTRY
INITIATIVE®**



Jane Larsen

Principal Scientist for George's
Research & Development
Department

Jane has been with George's for more than a decade and has 36+ years of experience working with various poultry companies. She brings a wealth of institutional knowledge that has been invaluable to the company. As a Principal Scientist, Jane helps to uniquely design food and fosters partnerships with customers to keep their consumers coming back.

The R&D department helps George's live up to the "Foundation of Sustainability" by focusing on positive relationships with other departments and George's plants to ensure the best possible products for our customers. These relationships rest on our core company values of Integrity, Mutual Respect, Responsibility, Teamwork, and a focus on Excellence as we continue our mission together. For a period of time, Jane was the only R&D team member at George's. Everybody at George's knows Jane is a true team player and looks to her as the go-to subject matter expert.

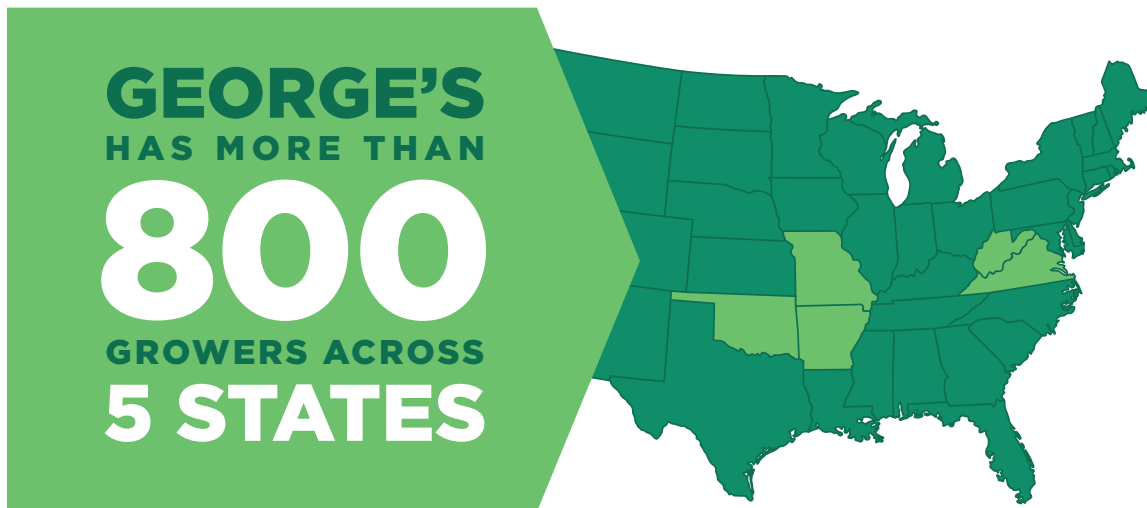
According to Larsen, **"George's leads with its tradition of producing quality food through this collective pursuit of excellence and strong team values."**

BUSINESS PARTNERS



Family Farmer Partners

There are more than 25,000 family farms that raise chickens in the US, and George's partners with 800 of these growers across 5 states. At George's, we take pride in our relationship with independent contract growers who share our dedication to quality, consistency, ethics, and animal welfare. Our success is directly tied to their success.



Erin Billings

Environmental Compliance
Manager

Erin joined George's in October of 2020 bringing more than 15 years of environmental experience. In her role, Erin sees first-hand the prioritization of sustainability at George's through revamping programs including recycling packaging and other processing materials. These internal changes in how George's operates on a daily basis make a difference! Under Erin's leadership, George's is also looking forward to initiating water saving goals and strategies through re-use, as well as participating in sustainable technology associated with wastewater treatment.

Diversity Spending

Everyone is valued and appreciated for their distinct contributions to the growth and sustainability of our business.

We are committed to cultivating an inclusive workplace that supports and empowers all team members, regardless of their race, color, national origin, religion, age, disability, genetics information, sex (including pregnancy), sexual orientation, gender identity, veteran or any other protected status. We are an Equal Opportunity/Affirmative Action Employer and our policies comply with all federal, state and local employment laws.

George's values teamwork and the contributions made by all of our team members. Our policies allows us to fulfill our mission of employee development in a safe and supportive work environment. We are an Equal Opportunity Employer. We also proudly do business with many minority-owned businesses and intend to increase our spending with these suppliers and partners in coming years.



**OUR LARGEST
GAIN IN
DIVERSITY AND
INCLUSION
LAST YEAR
WAS WITHIN
OUR LIVE
OPERATIONS.**

**IN THE PAST 24 MONTHS
WE HAVE DOUBLED
OUR MINORITY OWNED
GROWER FARMS IN OUR
AR/MO OPERATIONS**



Community

For nearly 100 years, George's commitment to its team members extends to the communities in which they live. George's team members participate in different ways in the communities in which we operate to give back - our people donate their time to schools, food products to those in need, and work with organizations to raise money for various local charities.



Kenneth Sandlin
Sr. Director of Environmental,
Health, Safety, & Security
(EHS&S)

Kenneth (Kenny) brings more than 17 years of experience in the safety profession with over two years at George's. In his role Kenny leads and directs the team that advances George's Journey to Excellence through strategic partnerships, helping to meet the company's business goals in producing the highest quality products through supporting engagement of all team members. He also works to engage all team members in our principles, which help to drive continuous improvement as we work together to develop world class sustainability programs that cross all functions of our business.

“One of George's principles is striving to have a Safety 24/7 mindset,” Kenny explains. **“We work to give team members the tools that will help them work safe and to educate everyone to practice the same safety principles at home with their families. Our team members are our greatest assets, it is vitally important they and their families are equipped with everything they need to be safe and healthy every single day.”**

PEOPLE

George's values the talents and abilities of our Team Members and seeks to foster an open, cooperative, and dynamic work environment in which employees thrive.



Team Members

For four generations, George's has been about teamwork. We value honesty, hard work, integrity and attention to detail in all that we do. We encourage personal and professional growth, and we celebrate success together. George's offers competitive pay and benefits to over 7,000 Team Members. We are an equal opportunity employer.



4th
GENERATION
OWNED & OPERATED
we employ more than
7,000
TEAM MEMBERS

Team Member Tenure

We have and continue to understand that our people make the difference in our organization and recognize the team members that continue to call us home. We now have **35%** of team member base over 5 years tenure (**up 2%**) and pushed retention of 3 years or greater employees to **85%** retention in the last 12 months.



Over one-third of George's employees have been with the company for more than **5 years**.

Safety

George's is committed to operating in a safe, responsible manner, which respects the well-being of our Team Members, the environment, the community, and our customers. We will not compromise our safety, health, nor environmental values for profit or production. We value human life above all else and will manage risk accordingly. We engage our Team Members to strive for a Safety 24/7 mindset. We believe safety is unconditional, working safely is a condition of employment, safety is everyone's responsibility, and all incidents are preventable. George's is committed to a Journey to Safety Excellence via our Environmental, Health, and Safety Management System. Our Safety Philosophy is based on four fundamental principles:

- Safety is unconditional
- Working safely is a condition of employment at George's
- Safety is everyone's responsibility
- All Incidents are preventable

HARRISONBURG PLANT: 52% REDUCTION IN WORK RELATED INJURIES IN THE LAST 5 YEARS!

How We're Responding to COVID-19

The COVID-19 pandemic is a far-reaching crisis that has tested the very foundations of businesses across the United States. The foodservice industry ranging from local supermarkets to large-scale food producers like George's has been at the forefront of the fight to maintain a vital, safe and reliable food supply for America.

At George's, we are committed to ensuring that the well-being of our team members, customers, and consumers remains paramount. Because of this, George's activated enhanced safety protocols at all locations in early March 2020. These enhanced safety measures were complemented by rigorous investigation processes to identify any team members who may have been in close contact with anyone who has tested positive for COVID-19 and instructions to those team members to quarantine or follow CDC guidelines.

We have also developed an Infectious Disease Response Plan, implemented in conjunction with appropriate local authorities, establishing a process to utilize if a team member contracts COVID-19. We understand the critical role that George's continues to play in our local communities and across the United States, now and in the weeks to come. We have distinct responsibilities to our team members, growers, and the communities in which we operate, as well as an obligation to maintain the integrity of the food supply chain. Accordingly, we will remain vigilant and continue to adapt our practices to ensure the continued, healthy operation of our facilities and the safety of those they employ.

SAFETY STATISTICS



48%
REDUCTION
IN SEVERITY RATE
IN THE LAST 2 YRS

19%
REDUCTION
IN DART (DAYS AWAY OR
RESTRICTED TIME) RATE
THIS FY (FY 20 VS FY 19)

SPRINGDALE PROC.



32% REDUCTION
in TRIR rate
IN THE LAST FIVE YEARS

SPRINGDALE PROC.



23% REDUCTION
in DART rate
IN THE LAST FIVE YEARS

CASSVILLE FEED MILL



7.8 MILLION+ HOURS
without a lost time incident
THROUGH MARCH 2020

CARYVILLE



78% REDUCTION
in work-related injuries
IN THE LAST FIVE YEARS

ROGERS PLANT



88% REDUCTION
in DART rate
IN THE LAST TWO FISCAL YEARS

CASSVILLE PLANT



60% REDUCTION
in DART rate
IN THE LAST FIVE YEARS

**2019 JOINT POULTRY INDUSTRY
SAFETY AWARD OF
HONOR WINNERS**

SPRINGDALE FURTHER PROCESSING
SPRINGDALE PROCESSING
BROADWAY HATCHERY
SOUTH MAIN HATCHERY
STONE SPRING HATCHERY

OUR FUTURE



OUR FUTURE

We are proud of our history and it inspires what we do Today. Co-CEO/Presidents Carl and Charles George continue to lead innovation and future growth for our organization.

In 2017, George's Prepared Foods, LLC acquired Campos Foods, LLC a leading producer of fully cooked pork, beef, and turkey products, diversifying the company beyond poultry.

In 2018, George's, Inc. acquired Ozark Mountain Poultry, Inc. to offer consumers affordable no antibiotics ever and non-GMO poultry products.

With these recent acquisitions, our branded consumer packaged retail presence is rapidly expanding. Quick 'N Eat™ Angus Choice Beef Patties lead the fully cooked burger category in sales. The Georges Farmers Market® brand of premium NAE, non-GMO chicken is thriving at retail and its product line and store count continues to grow.

George's is well positioned to maintain its ranking among the 10 largest vertically integrated poultry producers. Our leadership is forward looking and continually evaluate further growth opportunities through facility expansions and acquisitions while maintaining the family values their predecessors instilled in the company nearly 100 years ago.



GEORGE'S[®]



*Quick'N
Eat!*

Quality Food. Family Values.[™]

georgesinc.com

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